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SECRETARY OF THE SENATE
PUBLIC RECORDS
2019 DEC -6 PM 4:59

SUBMIT DIRECTLY TO THE OFFICE OF PUBLIC RECORDS IN 232 HART BUILDING


(Signature of Traveler)



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Mitch Glazier
Recording Industry
Association of America
Michele Ballantyne
Recording Industry
Association of America
Michele Anthony
Universal Music Group
Glen Barros
Concord Music Group
Eric Berman
Universal Music Group
David Bither
Nonesuch Records
Ken Bunl
Disney Music Group
Alisa Coleman
ABKCO Music & Records
John Esposito
Warner Music Nashville
Victor Gonzalez
Universal Music Latin
Entertainment
Camille Hackney
Atlantic Records
Rani Hancock
Sire Records
Jeff Harleston
Universal Music Group
Terry Hemmings
Provident Music Group/Sony
Music Entertainment
Kevin Kelleher
Sony Music Entertainment
Sheldra Khahafa
Sony Music Entertainment
Dennis Kooker
Sony Music Entertainment
Annie Lee
Interscope Geffen A&M
Gabriela Martinez
Warner Music Latina
Deirdre McDonald
Sony Music Entertainment
Paul Robinson
Warner Music Group
Portia Sabin
Kill Rock Stars
Tom Silverman
Tommy Boy Entertainment
Julie Swidler
Sony Music Entertainment
Will Tanous
Universal Music Group

Lindsay Linhares
Office of Cindy Hyde-Smith
Washington, DC

Dear Lindsay:

I would like to invite you to attend the Recording Industry Association of America's (RIAA) privately-sponsored trip to New York City to visit Sony Music Entertainment (SME), Universal Music Group (UMG), and Warner Music Group (WMG) on Wednesday, October 2nd through Thursday, October 3rd. This trip has been planned in accordance with the House of Representatives and Senate privately-sponsored travel rules.

The Recording Industry Association of America (RIAA) is the trade organization that supports and promotes the creative and financial viability of the major music companies. Its members are the music labels that comprise the most vibrant record industry in the world. RIAA members create, manufacture and/or distribute approximately 85% of all the legitimate recorded music produced and sold in the United States.

This trip involves a series of briefings and discussions pertaining to the development and business practices of music companies in the digital age. It will bring congressional staffers together with industry experts and executives for the purposes of understanding key issues affecting trade, intellectual property and copyright policies. On Thursday, October 3rd, RIAA will sponsor a full day of discussions and tours that examine the daily functions of these three major record labels. Items on the agenda will include presentations from the record labels' leadership and communications staff, along with visiting onsite facilities such as the Artist & Repertoire (A&R) department and in-house recording studios.

RIAA will cover costs relating to the trip, including: round-trip transportation, hotel expenses for Wednesday, October 2nd and group meals. We have consulted with our counsel at Perkins Coie and the U.S. Senate Select Committee on Ethics to ensure compliance with the Senate travel rules and will provide paperwork for submission prior to the 30-day Senate Ethics travel deadline (Tuesday, September 3rd, 2019). Please respond to Lindsey Taylor at Ltaylor@riaa.com prior to this deadline to confirm your participation and timely submission of the attached ethics travel forms.

Sincerely,

Victoria Sheckler
Senior Vice President, Deputy General Counsel
Recording Industry Association of America

RECORDING INDUSTRY ASSOCIATION OF AMERICA
EDUCATIONAL STAFF TRIP TO
SONY MUSIC ENTERTAINMENT / WARNER MUSIC GROUP / UNIVERSAL MUSIC GROUP
WEDNESDAY OCTOBER 2ND - THURSDAY OCTOBER 3RD

Wednesday, October 2nd

- 3:30PM** **Staff Suggested Arrival to Union Station (Washington, DC)**
Union Station to Penn Station (coach travel)
Estimated travel cost: \$53/person
- 4:02PM** **Amtrak Train Departure**
Amtrak train #178 Northeast Regional
- 7:24PM** **Amtrak Train Arrival to Penn Station (New York, NY)**
- 7:35PM** **Depart Penn Station for The Gallivant Hotel Times Square**
Upon arrival to Penn Station, Hill staff will take Ubers to the hotel
Estimated transportation costs: \$8/person
- 7:45PM** **Hotel Check-In to The Gallivant Hotel Times Square**
The Gallivant Hotel Times Square (234 W 48th St New York, NY 10036)
room rate: \$250/night
Hotel was chosen due to best proximity to first two of the three site locations being visited on 10/03

Thursday, October 3rd

- 8:15AM** **Staff Hotel Check-Out**
- 8:30AM** **Staff Take Ubers to Briefing at Sony Music Entertainment**
Estimated transportation costs: \$11/person
- 8:45AM-10:00AM** **Working Breakfast & RIAA Educational Briefing at Sony Music Entertainment**
Sony Music Entertainment (25 Madison Ave, New York, NY 10010)
Breakfast delivered
- Hill staff will receive an overview of the music business looking at public RIAA industry revenue numbers along with a recent report on label value in the modern music era, and will hear from an industry expert on the latest trends in music fans' listening habits. Overview will end with Q&A. The educational briefing will feature:
- **8:45AM-8:50AM** -Rafael Fernandez, SVP, State Public Policy, RIAA
 - **8:55AM-9:15AM**- Josh Friedlander, SVP, Research & Economics, RIAA
 - **9:20AM-9:45AM**- Liz Kennedy, SVP Gold and Platinum Awards Program, RIAA
 - **9:45AM-10:00AM**- Q & A

10:00AM-11:30AM

Continued Educational Briefing at Sony Music Entertainment
Sony Music Entertainment (25 Madison Ave, New York, NY 10010)

At Sony Music, staff will get an insider's look from some of the label's top executives into what all goes into releasing an artist's music in the digital age, from the marketing and promotions plan to the servicing of the label's hundreds of digital partners through cutting edge technological distribution. How does a label decide when and how to release an artist's music? What all goes into the distribution to the many digital services today? How do labels overcome challenges with unauthorized digital services and IP/content infringers? How do digital trade policies impact the distribution of music? The briefing will feature:

- **10:00AM-10:45AM- Discussion Featuring:**
 - Monica Cornia, SVP, International Marketing (Invited)
 - Karen Lamberton, EVP, Soundtracks and Film & TV Licensing, RCA Records (Invited)
 - Jenifer Mallory, EVP and GM, Columbia Records (Invited)
 - Melissa Thomas, SVP, International Marketing (Invited)
 - Carolyn Williams, EVP, Marketing, RCA Records (Invited)
- **10:45AM-11:30AM- Discussion Featuring:**
 - Rachel Chernoff, Partner Development, Global Digital Business (Invited)
 - Jennifer Fowler, SVP, Marketing & Commercial Business (Invited)
 - Dong Jang, VP, Content Protection (Invited)
 - Tara Mathai-Davis, Senior Director, Consumer Research & Analytics (Invited)

**Breakfast Cost: \$17/Person*

11:30AM

Staff Take Ubers to Briefing at Warner Music Group
Estimated transportation costs: \$7/person

11:45AM-1:30PM

Educational Tour & Luncheon at Warner Music Group
Lunch Delivered

At Warner Music Group's Atlantic Records label, staff will learn first-hand what goes into discovering unique talent in the digital age, when anyone can be a DIY artist, leading to millions of songs posted on various streaming sites. In this loud and crowded online environment, how does a label cut through the chafe to find high quality music and artists today? What is the "formula" for knowing which artists to sign? How does emerging technology assist in that search? What is the "standard" artist contract entail today – if there is such a thing? And in this age of DIY where anyone can release an album, what does a label bring to the table that might help an artist achieve their dreams of success? How does the legal regime impact efforts to sign an artist? All of these questions (and more) will be answered as staff will hear from label executives in charge of these essential functions, along with a tour of the in-house Atlantic recording studio and a potential Gold & Platinum presentation. The educational briefing will feature:

- **11:45AM-12:30PM- Ebonie Smith, Head Studio Engineer/Producer, Atlantic Records (invited) Studio Tour**
- **12:30PM -1:30PM- Mark Baker, Vice President, Public Policy & Government Affairs, Warner Music Group, will moderate a panel featuring:**

- Peter Ganbarg, President, A&R (Artists & Repertoire), Atlantic Records (Invited)
- Rani Hancock, President, Sire Records (Invited)
- Gina Tucci, Vice President & General Manager, Big Beat Records (Invited)
- Michael Kushner, EVP Business and Legal Affairs at Atlantic Records (Invited)
- Riggs Morales, VP, A&R & Artist Development, Atlantic Records (Invited)

**Lunch costs: \$19/person*

1:30 – 2:00 PM Staff walk to Briefing at Universal Music Group

2:00PM-3:30PM Educational Tour at UMG's Island Records / Mastering Studio / Bravado
Universal Music Group (1755 Broadway New York, NY 10019)

Attendees will begin their visit to UMG with a tour of Island Records' offices and a discussion with senior Island executives. The meeting will deliver an educational overview on how record labels provide value to their signed artists. Following that, attendees will participate in a record mixing session in the in-house master studio, followed by a walk thru of the Bravado showroom.

During these highly interactive sessions, attendees will learn about how IP is utilized through multiple business opportunities. Questions raised will include: What goes in to the label-artist partnership? How does a label nurture an artist's sound and shape their brand? What role does a label have in helping an artist in the studio and continuing to optimize their catalog through new, creative and innovative projects? The sessions will feature:

- **2:00 PM – 2:15 PM:** Eric Berman, EVP, Public Affairs, UMG welcomes guests & introduces UMG
- **2:20 PM – 2:40 PM:** Conversation w/ Island Records: The partnership between artist and label
Location: Island Records (1755 Broadway, 4th floor)
Featuring: Darcus Beese, President, and Eric Wong, Chief Operating Officer, among other Island staff:
 - Lauren Schneider, EVP Strategic Media Relations (Invited)
 - Billy Zarro, SVP Marketing (Invited)
 - Erika Clark, Director, Media & Artist Relations (Invited)
 - Potential appearance by and educational discussion with an up and coming artist (Invited)
- **2:45 PM- 3:30PM:** Guests divide into two groups (Groups A & B) and alternate visits between the In-House Master Studio and Bravado Master Showroom.
Location 1: In-House Master Studio (1755 Broadway, 4th floor)
 - **Featuring:** Anthony Munderville, Director of UML Digital Operations (East), UMG and Andy Skurow, Vault Manager, UMG**Location 2:** Bravado Showroom (1755 Broadway, 2nd floor)
 - **Featuring:** Mat Vlasic, CEO, Bravado and John Habbouch, CFO, Bravado

**Snack costs: \$5/person*

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Estimated transportation costs: \$11/person

4:00PM

Staff Arrival to Penn Station (New York, NY)
Penn Station to Union Station (coach travel)
Estimated travel cost: \$53/person

4:35PM

Amtrak Train Departure
Amtrak train #129 Northeast Regional

8:53PM Amtrak Train Arrival to Union Station (Washington, DC)

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